



Gabor Shoes AG · Postfach 10 03 51 · D-83003 Rosenheim

Business & Human Rights Resource Centre
The Foundry
17 Oval Way
London, SE11 5RR

Rosenheim, July 14, 2025

Your request for information from July 7, 2025

Gabor Shoes AG looks back on over 100 years of company history. Today, Gabor is one of Europe's leading manufacturers of high-quality shoes and stands for a successful combination of traditional craftsmanship and innovation strength. We are committed to the long-term development and training of our employees – at our headquarters in Rosenheim (Germany) as well as in our own production sites in Banovce (Slovakia) and Silveiros (Portugal). We have received awards for our human resources policy – for example, as a family-friendly employer and an excellent training company.

Gabor owned production-sites in Portugal and Slovakia

In response to your inquiry, we would like to emphasize that both sites in Portugal and Slovakia are owned by Gabor, the workers are employed by Gabor. The sites are not an external company, supplier, or similar.

Our Portuguese site in Silveiros was opened in 1991 and is one of our own important sites to this day. Gabor in Silveiros is known for above-average working conditions and workforce development resulting in a high number of valuable and long-standing employees. We therefore regret all the more that, in the wake of ongoing challenges in the shoe market – primarily consumer restraint, rising costs, and increasingly intense competition – we have been forced to part ways with employees at our production site.

We are implementing a social plan

As a responsible company, we attach great importance to integrity, transparency, and considered action. As part of the inevitable staff reductions, we are therefore implementing a social plan that fully complies with the legal requirements in Portugal and our values as a company steeped in tradition.

Gabor

Our goal is to minimize the impact on the affected colleagues as much as possible:

- The reduction will be achieved in part through natural attrition and retirement.
- All affected employees will receive financial compensation in accordance with Portuguese law.
- We are coordinating with the Commission for Equality in Employment and Occupation (CITE – Comissão para a Igualdade no trabalho e no emprego).

Our employees have been informed accordingly. We are implementing the social plan as transparently and fairly as possible.

Kind regards

A handwritten signature in black ink, appearing to read 'P. Bradler', with a long horizontal stroke extending to the right.

Peter Bradler
Board Member
Production, Purchasing and Sourcing